



European Union



Terms of Reference

Economic Research Assessment and Labour Market Study

Project title: Strengthening Education and Training in Somalia (SETS II)

Funded by the European Commission

1. Introduction:

The EU funded SETS II project aims to achieve expanded education and training opportunities, contributing to poverty reduction within a peaceful, secure and democratic Somalia; specifically, through provision of quality education and vocational training services being delivered to the target populations in South-central regions of Somalia. SETS II will specifically seek to support the local government both at national and state levels to address its education priorities and inclusive education needs in Banadir region, Jubbaland, Southwest and Galmudug states. The SETS II project is planned to strengthen the roles and responsibilities of the local communities, institutions and the government, to plan, implement, relevant policy changes that contribute to expanded education and training opportunities for all Somalis, which in turn will contribute to poverty reduction, peace, security and democratic advancement. The action targets groups and institutions at both the macro and micro-levels of the education economy for sensitisation and capacity strengthening so that they play a lead role in influencing policy decisions that contribute to reconstruction, inclusivity and growth of education and training services.

This action seeks to achieve the following results:

Result 1: Increased access to equitable quality primary and secondary education.

Result 2: Increased participation of youth and adults in TVET linked to employment and economic opportunities; and

Result 3: Enhanced capacity of public institutions to lead, monitor and manage the education and training system

Overview of result 2:

Economic, social and technological change is fast gathering pace. There is therefore need for people to develop their knowledge and skills on a continuous basis to enable them to work meaningfully in a knowledge society. Education and training contribute to an individual's personal development, increase her/his productivity and incomes at work, and facilitate everybody's participation in economic and social life. It follows that education and training can also help individuals to escape poverty by providing them with the skills and knowledge to raise their output and generate income. Investing in education and training is therefore an investment in the future; knowledge and skills are the engine of economic growth and social development. Quality technical and vocational education and training (TVET) help develop the individual's knowledge of science and technology in a broad occupational area requiring technical and professional competencies and specific occupational skills. National TVET systems therefore need to develop the knowledge and skills that will help the workforce become more flexible and responsive to the needs of local labour markets, while competing in the global economy. TVET systems must also be open and all-inclusive to give even the most underprivileged access to learning and training. The opportunity for people in urban and rural communities, the marginalized and persons with disabilities (PwDs) to equip themselves to lead productive and satisfying lives is undoubtedly critical to the prosperity and well-being of the community.



European Union



CISP as the consortium technical lead for the TVET component of the SETS II project wants to engage a consultant to **Undertake Economic Research Assessment and Labour Market Study**. This action led by the consultants will be conducted in close collaboration with the consortium members (CISP, ARC and ADRA) and will involve the following stakeholders in consultations: Directorate of TVET at MoECHE; public TVET Centers, Local Universities, Youth group, Women group, Ministry of Labour and Chamber of commerce, local business community
The consultant will undertake a comprehensive labour market study that will guide the Action in drawing an action plan for developing of the TVET sector from both supply and demand side of skills. It will be comprehensive as to inform the higher education institutions, the private sector and the government on the best decision to take in reviving the TVET sector as the driver of employment creation efforts. The research findings will be disseminated to different stakeholders in addition to guiding the action in selection of skills to train on.

2. Objectives of the survey:

This survey aims to:

2.1. Assess the current courses that are being offered in the TVET centres and recommend possible improvement and possible up-gradation of other skills. In this regard, the survey will take the following into consideration:

- Skills of youth by demographics/social group, with respect to the labour market
- Economic and institutional environment for job creation (including the attitudes and expectations of the trainees, TVET providers, and employers)
- Nature of jobs available for the target group with a special focus on market opportunities for female beneficiaries and an investigation on new and emerging markets. The duration of the trainings offered and the levels.
- Employer constraints to hiring the target group of the project (real and perceived)
- Attitudes and expectations of employers
- Assess TVET skills with high opportunity for self-employment

2.2. Assess Specific Skills, trainings and job opportunities in the cultural and creative industries in targeted locations. In Particular Creative Application which covers industries which develop products or services primarily for the purpose of selling. Their existence is dependent upon market demand. The industries in this category are: Art/Antiques trade; Architecture; Fashion; Publishing; Advertising; and Crafts. Creative Technology: includes creative industries which rely most on technology and digital media. The industries in this category are: Internet and software; Digital media (gaming and animation); and Design (graphic design and web design).

2.3 Identify current gaps at the local market and determine demand for certain professions to inform design of vocational courses for young men and women, including the vulnerable population (IDPs, returnees, disabled, host communities and minorities). The survey will pay particular attention to current key state and non-state stakeholders such as the Ministry of Labour, Ministry of Education, Chamber of Commerce, and micro- small and medium enterprises, (MSMEs) and the role they can play in supporting improved **youth** and women employability. The survey will identify:

- Potential employers to be involved in IBTVET
- The skill sets that are high demand
- Opportunities for Apprenticeship

2.4 Identify trade areas that has opportunity for TVET graduates to establish trade associations and cooperatives and have their own advocacy groups for wage negotiations, capacity building

2.5 Analyze various aspects of labour market discrimination that women and youth face, and give concrete suggestions on how to address gender-based labour market inequalities in Somalia



European Union

2.6 Based on the findings, explain strategies to be adopted by the TVET providers and implementing partners for enhancing young women's access to the (self-) employment, in order to alleviate poverty among women.

2.7 Determine training interests of female youth and where they correspond with the demands of local economy to ensure adequate vocational training and work placement opportunities for female youth.

2.8 Make recommendations to strengthen market-led vocational training and employment promotion services;

2.9 Specific location of the survey:

- Galmudug State: Galkayo and Abudwaq districts
- Southwest State: Baidoa,
- Jubbaland State: Kismayu, Afmadow and Belethawa
- Banaadir region: Mogadishu

3. Research methodology

The study should utilise the following data collection methods:

- i) Review of secondary data.
- ii) Direct interviews with key stakeholders specifically the employers/potential employers, the previous graduate trainees, the Micro, Small and Medium Enterprises (MSMEs), the Chamber of Commerce
- iii) Interviews with project potential beneficiaries, TVET trainers, and the government ministries (chamber of commerce, the ministry of trades and industries, the Ministry of Education, the Ministry of Labour, the consortium partners.

The desk review will gather information on vocational skills and will give insight on the quality, availability and accessibility of jobs in the employment in either private, public or informal sector.

The consultant can use any other relevant data collection method as necessary.

4. Scope of Work

4.1 Pre-Visit:

- Review all relevant project documentation including previous Elmidoon, ELENA and SETS I projects' labour market survey report
- Determine, in consultation with CISP and the consortium members, the most appropriate methods for conducting the survey and preparatory work needed.
- In consultation with the consortium partners participate in the recruitment of competent and qualified research assistants for the labour market survey
- Prepare inception report for approval by CISP and the consortium members incorporating literature/desk review, data collection methods and tools, proposed sample size, detailed workplan and a summary of ethical considerations that will be employed for the survey

4.2 Visit:

- Conduct project site visits and agreed methodology with CISP and the consortium partners beneficiaries and stakeholders
- Multi stakeholder analysis, to include all relevant line ministries
- Collect both quantitative and qualitative data at the field level from TVET providers, the chamber of commerce, MSMEs in Galakyo, Abudwaq, Baidoa, Kismayu, Afmadow and Banaadir.
- Data analysis and recommendations based on the data collected
- Provide feedback to CISP and consortium partners throughout visit and share summary of the survey results, observations, and recommendations with the project manager and key program staff;



European Union

- Conduct a one-day workshop to validate the survey findings in each of the federal member states targeted by the project

Note: The consultant will be responsible for following Ethical Considerations, which include but not limited to obtaining informed consent from the survey participants.

4.3 Post-Visit:

Prepare draft of the labour market survey summary report and share it with CISP on behalf of the consortium partners. The draft report will be subject to discussion by relevant program staff within the consortium. After that, the consultant will prepare a Final Report to be formally presented to the consortium for submission to donors, within 7 days of visit-end.

5. Expected Outputs

- Inception report: Literature reviewed and it will inform the quality of this survey, Research Framework and methodology, detailed work plan, qualitative and quantitative data collection tools
- **Four separate final reports** (one for Mogadishu dubbed “Mogadishu Local Labour Market Survey”, one for Galmudug, dubbed “Galmudug Local Labour Market Survey”, one for Kismayo, Belet Hawa and Afmadow, dubbed “Kismayo and Afmadow Local Labour Market Survey”) and one for Baidoa, dubbed “Baidoa Local Labour Market Survey”. The reports should cover their relevant and respective geographical areas only.
- **Consolidated Summary final report.**
- The draft reports are expected five (5) days after the end of the assignment. The final reports are expected two (2) days after CISP’s approval and acceptance of the draft reports.
- The final reports will be presented in softcopy and three (3) bound hardcopies of each of the 4 reports.
- Soft copy of the raw data

6. Qualification and Experience of the lead consultant and his/her team

Qualification of the lead consultant

- Master’s degree or PhD in economics, sociology or social sciences
- Technical expertise: previous experience with labour market surveys, vocational training, economic recovery, and SME development, ideally in Somalia
- Excellent analytical skills.
- Computer literacy
- Ability and willingness to work and travel in high security environments
- Previous working experience in Somalia
- Excellent English writing skills. Knowledge of Somali language will be an added advantage

Qualification of consultancy team members

- Degree or equivalent in economics, sociology or social sciences
- Technical expertise: previous experience with labour market surveys, vocational training, economic recovery, and SME development, ideally in Somalia
- Data collection supervision skills; as well as strong data analysis, interpretation and presentation skills.
- Computer literacy.
- Ability and willingness to work and travel in high security environments
- Previous working experience in Somalia
- Fluent in Somali language
- Fluent in English

Duration of assignment: 30 days



European Union



How to apply?

All interested applicants should submit the following documents to hr.somalia@cisp-ngo.org by **February 15th, 2023**. Email should be entitled “*Labour Market Survey consultancy application*”

- CVs (including lead consultant and team members), CVs should not exceed 3 pages and includes 3 referees where similar work was conducted.
- Final approved previous Labour Market Reports conducted with reputable organization.
- Separate Technical proposal including description of consultant understanding of the TOR overview of proposed methodology and workplan,
- Separate Financial proposal including daily fee rate in US Dollars. Financial proposal should cover all costs that will be incurred during and after the field work, including cost of data collection, validation workshops and travel cost,
- Availability to start the assignment.

Applications that do not provide all the required documents will not be considered. Only successful applicants will be contacted.

Code of conduct: CISP is strongly committed to ending Child Abuse, all forms of Sexual Exploitation and Abuse, and to building a work environment that is safe and welcoming for all, where Sexual Harassment does not take place. The desired candidate for any position should share and support this commitment in all aspects of their personal and professional behaviour. Any history implicating that the applicant has a history of Child Abuse, Sexual Exploitation and Abuse, or Sexual Harassment, is a reason for excluding him or her from employment with CISP.

7. Budget Estimates

The financial proposal shall follow this structure; applicants shall create headline activities and shall describe the budget for each location.

	Description of activity	Unit of measure	No. of unit	timeframe	Unit Cost \$	Total cost
1.						
2.						